Review of the Australian and New Zealand Standard Classification of Occupations

Closed 26 Jul 2022

Opened 29 Jun 2022

Contact

ANZSCO Review Team

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Feedback updated 27 Sep 2022

We asked

The Australian Bureau of Statistics (ABS) commenced public consultation on June 29 2022 on two topics related to the Australian and New Zealand Standard Classification of Occupations (ANZSCO).

Public consultation ran for four weeks, seeking feedback on:

- how skills are reflected in ANZSCO, and
- a new approach to maintaining ANZSCO.

You said

This public consultation generated 105 submissions from a wide range of stakeholder groups and sectors of the user community.

Skills in ANZSCO

The ABS published a 'Skills Options Paper' in late June in response to feedback received from the skills problem statement. The paper outlined six proposals that address the key areas of concern identified by users and stakeholders. The ABS received 63 submissions through public consultation.

Feedback in the submissions indicated support for most of the proposals with a very strong preference for proposals one and two. These proposals were flagged as the highest priority and, if implemented, would ensure ANZSCO is better aligned with the current labour market.

The ABS also asked for suggestions on how to include micro-credentials in ANZSCO. A variety of suggestions were received and are now being considered. As responses were varied, further discussions with users and stakeholders are required to determine how best to reflect micro-credentials in the classification.

Maintaining ANZSCO

The ABS received 42 submissions from users on the ANZSCO Maintenance Strategy. There was unanimous agreement that the classification no longer accurately reflects the labour market and that major updates are urgently required.

We specifically sought feedback on the timing, frequency and process for reviewing areas of the classification. While our proposed solution of a targeted, annual maintenance model received widespread support, several concerns were raised. These include:

- the gap of 5 years between major updates may be too large to capture important changes in the labour market
- without an immediate comprehensive update, maintenance will be ineffective
- proposed prioritisation factors miss important considerations around the economic impacts and specific impacts on affected sectors (especially where they are small)
- users do not have a way to raise issues outside of the consultation rounds
- level of engagement by ABS will be insufficient if not consulting with industry, and education and training authorities.

We also asked users whether there would be any negative impacts that could arise from the implementation of the model, especially around the timing of updates. No issues were identified, and there was strong support for the timing of the releases. There were additional comments around the importance of aligning implementation around broader government measures to address skills shortages.

We also received a number of considerable change requests for specific areas of the classification, ranging from paramedics to professional organisers. These will be addressed separately as part of the comprehensive review and update by December 2024 in time for the 2026 Census.

We did

Skills in ANZSCO

The ABS is currently reviewing these submissions and working closely with stakeholders to develop a Skills Position Paper, for release in November 2022. This paper will outline the position of the ABS and the changes that will be made to better reflect skills in ANZSCO.

A proposed intended timeline for implementation will also be included.

Maintaining ANZSCO

Based on the feedback provided through this consultation process, the ABS has reviewed elements of the ANZSCO Maintenance Strategy. Several adjustments have been made, particularly with the prioritisation framework. These will be published in a revised version of the ANZSCO Maintenance Strategy in November 2022.

Other concerns raised will require further exploration, for example, the need for updates outside the outlined consultation periods. These will be considered further across the next two years, ahead of finalisation of the strategy in early 2025.

If you have an interest in changes to ANZSCO and would like to subscribe to receive communication regarding future updates please provide contact details via anzsco.maintenance@abs.gov.au

Overview

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) jointly managed by the Australian Bureau of Statistics (ABS) and Stats NZ, describes, and covers all occupations in the Australian and New Zealand labour markets.

Currently, ANZSCO is largely based on the 2001 labour market. The Australian government recently announced new funding over 4 years for the ABS to undertake a comprehensive update of ANZSCO (for delivery by December 2024) and commence an ongoing maintenance program in 2025.

The ABS is working with several Australian Government agencies to update

ANZSCO and is currently inviting submissions on the following topics:

Skills in ANZSCO

ANZSCO is a skill-based classification. Consultation with key users of the classification has identified that the way in which skills are reflected in ANZSCO needs to change to reflect how skills are used in the contemporary Australian labour market.

The ABS is seeking input on proposed options to address key areas of concern identified by stakeholders to ensure they are supported by users of the classification.

These proposed options if supported by users will be implemented over time with ABS's position to be published later in 2022. This will include the intended timeline for implementation.

Maintaining ANZSCO

The ABS has been developing a new approach to maintaining ANZSCO to reflect the contemporary labour market and better meet stakeholders needs. This public consultation seeks input on the core components of a maintenance strategy that could best support users to accommodate changes to different levels of the classification at more regular intervals.

The future ANZSCO maintenance program is scheduled to commence in 2025, following delivery of the comprehensive update in 2024.

How to make a submission

The submission guide and information papers are linked under the *Related* heading below.

The submission guide provides all the details required for making a submission and further background on the review of ANZSCO.

How to encourage others to have their say

We encourage industry, government, and education and training institutions to raise awareness of the consultation in their own communication with stakeholders. If you would like to receive materials to support promotion of this consultation via email, social media, newsletters or a website, please email anzsco.maintenance@abs.gov.au

Any questions?

Please email anzsco.maintenance@abs.gov.au with any questions on this consultation or for further information.

Related

ANZSCO Submission Guide June 2022
369.5 KB (PDF document)

ANZSCO Maintenance Strategy Information Paper
533.7 KB (PDF document)

Skills in ANZSCO Options Paper
487.2 KB (PDF document)

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